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ABSTRACT

A comparison of the average salaries of male and female administrators was made in relation to assignment, highest degree earned, and professional experience. In the group of 8,071 administrators, there were 6,701 (83 percent) males and 1,370 (17 percent) females. The general pattern is a preponderance of males employed with average salaries substantially higher than those of their female counterparts. (Author/MLF)

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COMPARISION OF AVERAGE SALARIES OF MALE AND FEMALE ADMINISTRATORS IN MICHIGAN PUBLIC SCHOOLS (1973-1974)

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This report presents results of a study comparing the number and average salaries of male and female administrators employed in Michigan public schools during the 1973-1974 school year.

Procedure

The source of data for this study was the Professional Personnel Register, which is collected and maintained annually by the Teacher Education and Professional Service Department of the Michigan Department of Education. We obtained a computer tape copy of the 1973-1974 Register and wrote programs to analyze the data to produce various parts of this report.

For each teacher or administrator the Register contains the person's social security number, major assignment, salary, highest degree earned, years of experience, sex, and other descriptive information. We selected all persons who had an administrative assignment as their major responsibility during the 1973-1974 school year. A comparison of the average salaries of male and female administrators was made in relation to assignment, highest degree earned, professional experience.

Comparison by Major Assignments:

In the group of 99,142 teachers employed in 1973-1974, there were 62,865 (63%) females and 36,277 (37%) males. In the group

of 8,071 administrators, there were 6,701 (83%) males and 1,370 (17%) females. If one accepts the proposition that school administrators should be selected from the ranks of teachers then it is striking to see the juxtaposition of the numbers of female or male teachers with the numbers of female or male administrators.

Table 1 compares the number and average salaries of male and female administrators by major assignment. It is clear that less than 2% of the general superintendents were females and less than 5% of the assistant superintendents were females. Average salaries of general superintendents were $1,800 lower for females and average salaries of assistant superintendents are $372 lower for females.

Similar conditions occur in the employment of male and female administrators for finance and business, instruction, personnel, research, special education directors, state and federal program consultants, community school directors, vocational education directors, and continuing or adult education directors. The general pattern is a preponderance of males employed with average salaries substantially higher than their female counterparts.

Among secondary school principals, fewer than 3% were female with average salaries about $500 greater than male secondary school principals. Fewer than 8% of the assistant secondary principals were females with average salaries over

$1,000 greater than their male counterparts.

About 20% of the elementary school principals in Michigan were females with average salaries about $400 greater than male elementary principals.

More than 50% of the assistant elementary principals were females with average salaries about $300 greater than male assistant elementary principals.

Over 40% of the subject area consultants were females but their average salaries were more than $4,000 below their male counterparts.

There were twice as many female elementary consultants as there were male elementary consultants, but the average salary of the females was about $1,700 below the average salaries of male elementary consultants.

There were no females classified as secondary consultants.

About 40% of the elementary supervisors were females and about 25% of the secondary supervisors were females. Although the average salaries were similar for males and females at the secondary school level, the average salary of male elementary supervisors was almost $3,000 greater than the average salary of the females.

The data indicate a clear pattern favoring appointment of males to administrative positions in the public schools of Michigan. Average salary differentials may be explained by regional differences in salaries, but this remains to be established.

Comparison by Degree:

Table 2 compares the average salaries of male and female administrators in terms of the highest degree achieved. Of those administrators without a college degree, female administrators received an average salary $3,000 below their male counterpart.

Female administrators with a bachelor's degree received an average salary $2,000 below their male counterpart. Female administrators with masters degrees, specialist certificates, or doctorates received average salaries that were less than males' average salaries by amounts of $800, $2,300, and $1,700 for the respective degrees.

Comparison by Professional Experience:

Table 3 compares the average salary of male and female administrators in terms of years of professional experience. The average salary of female administrators with 1 to 10 years professional experience was $2,100 less than the average salary of male administrators with the same range of experience. Female administrators with 11 to 20 years of professional experience had average salaries $1,500 below their male counterparts. Female administrators with more than 20 years professional experience had average salaries $2,100 below the average salaries of their male counterparts in the Michigan public schools.

TABLE 1

COMPARISON OF ADMINISTRATIVE POSITIONS IN MICHIGAN PUBLIC SCHOOLS HELD BY MALES OR FEMALES DURING 1973-1974

Administrative Assignment	No.Of Males	No.Of Females	Average Male Salary	Average Female Salary
General Superintendent	553	10	24,767	22,925
General Assistant Superintendent	269	13	25,288	24,916
Admin. of Finance and Business	174	14	22,406	17,500
Admin. of Instruction	162	55	23,975	21,281
Admin. of Plant and Facilities	63	8	24,030	25,994
Admin. of Employed Personnel	94	12	23,652	22,394
Admin. of Research	55	12	24,193	21,451
Secondary Principal	1,025	30	21,321	21,815
Elementary Principal	1,625	456	19,927	20,330
Asst. Secondary Principal	967	80	19,668	20,770
Asst. Elementary Principal	209	119	19,524	19,865
Subject Area Consult.	87	68	20,454	15,882
Elementary Consult.	19	44	17,895	16,183
Secondary Consult.	31	0	21,069	0
Subject Area Coordinator	231	151	18,791	17,511
Elementary Supervisor	37	24	22,120	19,171
Secondary Supervisor	316	102	19,739	19,684

Administrative Assignment	No.Of Males	No.Of Females	Average Male Salary	Average Female Salary
Special Education Director	147	24	20,910	20,217
State and Federal Programs Consultant	100	0	18,800	0
Community School Director	209	0	16,343	0
Vocational Education Director	108	0	19,639	0
Data Processing Director	15	0	20,958	0
Transportation Director	9	0	19,440	0
Continuing or Adult Education	47	0	19,300	0

TABLE 2

COMPARISON OF MALE AND FEMALE ADMINISTRATOR
WITH SAME HIGHEST DEGREE (1973-1974)

Highest Degree	No.Of Males	No.Of Females	Average Male Salary	Average Female Salary
No Degree	31	8	19,508	16,164
Bachelors	489	141	16,914	14,563
Masters	5,094	1,006	20,762	19,921
Specialist	473	49	22,628	20,268
Doctorate	414	69	25,563	23,825

TABLE 3

COMPARISON OF MALE AND FEMALE ADMINISTRATORS WITH SIMILAR NUMBER OF YEARS EXPERIENCE (1973-1974)

Years Of Professional Experience	No.Of Males	No.Of Females	Average Male Salary	Average Female Salary
1 - 10	1,429	196	17,713	15,518
11 - 20	2,892	423	20,948	19,390
Over 21	2,180	654	22,950	20,821